

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Commander's Policy in Resolving Employment Disputes
Swiftly (REDS)

1. References:

a. Memorandum, Headquarters Army Materiel Command (HQAMC),
AMCEE, 22 June 1999, subject: REDS-ADR for Workplace Disputes.

b. Memorandum, Headquarters Army Materiel Command (HQAMC),
AMCEE, 1 October 1999, subject: Resolving Employment Disputes
Swiftly (REDS) Training-September 1999.

2. In order to accomplish our STRICOM mission, we must all
create and maintain a harmonious work environment drawing upon
the talents and contributions of everyone.

3. Workplace disputes interfere with mission accomplishment,
create disharmony, distract personnel from their work assignments
and are very time consuming. Under traditional dispute
resolution methods, a third party makes a decision with
disputants having little control over the process.

4. In light of these circumstances, STRICOM employees are
encouraged to consider the AMC Alternate Dispute Resolution (ADR)
program of Resolving Employee Disputes Swiftly (REDS) to resolve
any work-related disputes. Under REDS, STRICOM incorporates the
technique of mediation into a traditional process in order to
settle the workplace conflicts. Using mediation, parties to the
dispute retain personal control of the process. Mediation has
several advantages over traditional dispute resolution processes:

a. Mediation promotes healthy employment relationships by
including the parties directly in designing a solution to
workplace problems.

b. Mediation expedites resolution so that the situation does
not worsen.

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c. Mediation is far less expensive in terms of time and money spent.

d. Mediation concentrates on the interests of the parties rather than the legal position of the parties.


e. Mediation recognizes the value of future employment relationships.

5. Mediation is a voluntary process that does not interfere with a party's ability to use existing statutory or regulatory means of addressing workplace employment problems if the parties are unable to resolve the matter through mediation.

6. A trained REDS Team is available to assist with any workplace dispute that may arise. Brochures are available that include an explanation of REDS and advise you about the mediation procedure. If you have any questions, please contact a member of the REDS Team:

- Milagros Vazquez, (407) 380-8430, Deputy EEO Officer
- Laura Cushler, (407) 384-3509, STRICOM Legal Office
- June Swisher, (407) 381-8804, Human Resources Office

7. I am personally committed to and support the objectives of ADR and the use of mediation for workplace issues arising in my command. I believe the use of mediation will enhance our ability to work together to accomplish STRICOM's mission.


STEPHEN M. SEAY
Brigadier General, USA
Commanding

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